



ROLL CALL



National Security Personnel System – Learn more! Week of 26 Jan 07 – 1 Feb 07

If you look around at your fellow warfighters in your office or your building, chances are you will see at least one of the most important parts of our Total Force: government civilians.

Since we rely heavily on our government civilian force, it's important for all Airmen to at least have a basic understanding of the new National Security Personnel System (NSPS) as you may one day find yourself supervising a civilian employee. Training information for those who are already supervisors is available from each base NSPS Implementation office.

NSPS will affect more than 650,000 employees in the DoD, of which 145,620 work for the Air Force. NSPS is a modern, flexible human resources management system that is focused on outcomes and is mission-aligned. It includes a performance management system that aligns individual job objectives and results with DoD's missions and organizational goals.

NSPS is being deployed throughout the DoD in stages called "spirals." Each spiral affects different geographical and organizational areas. Spiral 1.1 was implemented on 30 April 2006 bringing about 3,100 nonbargaining unit civilian employees into the system from the Air Force Audit Agency, office of the secretary of the Air Force, the office of the assistant secretary of the Air Force for manpower and reserve affairs, and elements of Tinker AFB.

Spiral 1.2b, implemented on 15 Oct 06 and Spiral 1.2h, implemented on 21 January 07, brought another 35,000 nonbargaining unit employees into the system from throughout the Air Force. Spiral 1.3, happening 18 March 07, will bring another 1,200 nonbargaining unit civilian employees on board.

NSPS is one of the Secretary of Defense's key initiatives designed to change DoD operations to better meet 21st-century needs. It is replacing what officials call an outdated, 50-year-old civilian personnel management system that rewards employees for length of service rather than performance. The new program, in development since 2003, replaces the current general schedule personnel system with broad pay bands.

Take a look at the links below to learn more about this program.

"NSPS is critical to the department's transformation to a results-oriented, mission-focused culture. The performance-based system will create an environment where our employees will be focused on outcomes that support our national security mission, and they will be rewarded for the results."

- Michael Dominguez, Principal Deputy Undersecretary of Defense for Personnel and Readiness

For more information:

Websites:

The DoD website located at <http://www.cpms.osd.mil/nsps/> hosts the NSPS 101 course, in addition to other up-to-date information and alerts.

At the Air Force NSPS website, <http://www.af.mil/library/nsps-af/index.asp>, you can subscribe to the AF NSPS Newsletter and view previous editions.

Factsheet:

An NSPS fact sheet can be viewed at <http://www.af.mil/library/nsps-af/nspsbasics.asp>.